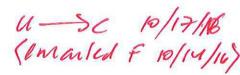
MOA Negotiations 2016 SJPOA Counter Proposal Re Recruitment Incentive



Accept City Recruitment Incentive proposal with the following four changes:

- 1. Retain CTO amounts in addition to cash incentive proposed by the City.
- 2. Applies to lateral former San Jose P.D. laterals
- 3. This proposal shall take effect once the ordinances implementing the parties' Settlement Framework have been approved by the City Council.
- 4. The agreement shall expire at the same time as the next MOA.

For the City:	For the SJPOA:
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